

Women's Grievance Redressal Cell

Policy Document

Evolution of the Law

➤ Before 1997

- Section 354: that deal with the criminal assault of women to outrage women's modesty.
- Section 509: that punishes an individual for using a word; gesture or act intended to insult the modesty of women.

➤ 13th Aug 1997

- Fundamental rights of women to equality under Article 14 and 15 of the constitution of India.
- Right to life and live with dignity under Article 21 of the constitution of India.
- Right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment?

➤ 9th Dec 2013

- In the aftermath of the Nirbhaya incident of 2012, Government of India promulgated The Sexual Harassment of Women at Workshop (Prevention, Prohibition and Redressal) act, 2013 and The Sexual Harassment of Women at Workshop (Prevention, Prohibition and Redressal) Rules, 2013.

The Government also passed the Criminal Law (Amendment) Act, 2013, making sexual harassment a criminal offence w.e.f 3rd February 2013 by inserting 354A in the IPC.

• 2nd May 2016

- In March 1999, a booklet related to Apex Court judgement was prepared by the MHRD and a letter was sent out to all Vice Chancellors and Principals to set up anti sexual harassment committees.

Post which a decade passed by & in 2012 a survey was conducted and a Task Force was set up to formulate a set of guiding principles that must govern the composition, functioning & redressal mechanisms of Internal Complaints Committees in Universities resulting in Saksham Report.

As derived from its understanding of the relevance of the Vishakha judgement, the aforesaid Act of 2013 to universities as workshop and the Saksham Report, the UGC propagate Universities Grants Commission

(Prevention, prohibition and redressal of sexual harassment of women employees and student in higher educational institutions) Regulations, 2015.

IMPORTANT DEFINITIONS

➤ **Sexual Harassment**

1. An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely; -
 - (a) Any unwelcome physical, verbal or nonverbal conduct of sexual nature;
 - (b) Demand or request for sexual favour;
 - (c) Making sexually coloured remarks;
 - (d) Physical contact and advances; or
 - (e) Showing pornography
2. Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
 - (a) Implied or explicit promise of preferential treatment as quid proquo for sexual favours;
 - (b) Implied or explicit threat of detrimental treatment in the conduct of work;
 - (c) Implied or explicit threat about the present or future status of the persons concerned;
 - (d) Creating an intimidating offensive or hostile learning environment;
 - (e) Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned

➤ **Higher Educational Institution (HEI)**

- A university within the meaning of clause (j) of section 2, a college within the meaning of clause (b) of sub- section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act ,1956(3 of 1956)

Women's Grievance Redressal Cell

- Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations

Executive Authority shall constitute Women's Grievance Redressal Cell (WGRC) following as there.

Name of Committee Members.		Mobile No.
1. Dr. Vaishali R. Ruikar	Coordinator	9665054004
2. Dr. Rita R. Pathk	Member	7588132923
3. Dr. Reena S. Meshram	Member	9309942139
4. Shri. N. T. Katre	Member	9881262122
5. Ku. M. M. Parteti	Member	7038532718
6. Ku. V. H. Patil	Member	9168888066
7. Shri. Swapnil S. Wankhede	(N.G.O. Member)	
8. Ku. Laxmi Thakre	(Student)	

Redressal & Inquiry Procedure

Timelines

- Written complaint to be filled within 3 months from the date of incident or within 3 months from the date of last incident in case of a series of incidents.
- The time limit can be extended for not over 3 months, for which reasons have to state in writing by WGRC.
- Inquiry to be completed within 90 days from the date of written complaint.
- Inquiry report has to be issued within 10 days of completion of the inquiry to both parties and Executive authority.
- Executive authority to act on the WGRC recommendation within 30 days of receipt of report, unless an appeal is filed.
- An appeal's against the WGRC recommendation to be filed within 30 days from date of such recommendation by aggrieved person before Executive Authority.



NABIRA MAHAVIDYALAYA, KATOL

Women's Grievance Redressal Cell

To,
Coordinator,
Women's Grievance Redressal Cell,
Nabira Mahavidyalaya, Katol.

Sir/Madam,

I am submitting herewith my grievance in the prescribe proforma in ---
copies with necessary enclosures for the consideration of the grievances
committee.

1. Name of the complainant/applicant: -----

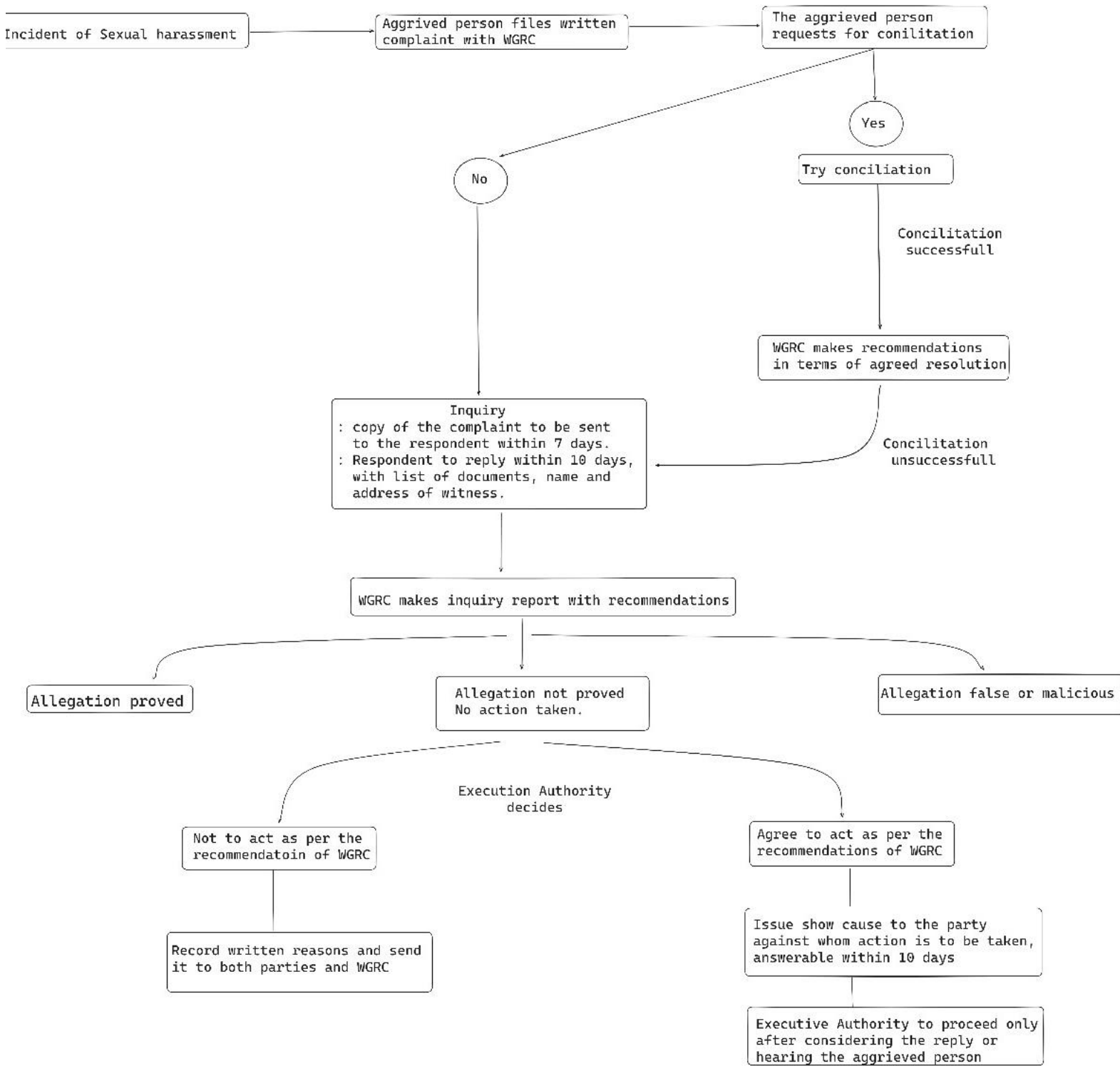
2. Name of the person against whom the complaint is made : -----

3. Short description of the grievance : -----

4. Thelist of supporting documents, if any in support of the complaint :-----

Signature (with date) of aggrieved party

Mechanism Diagram



WRGC: Women Grievance Redressal Cell